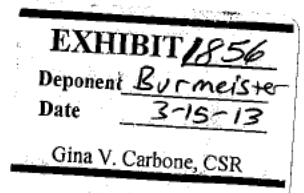


**CISNEROS DECLARATION**  
**EXHIBIT 1856**  
**REDACTED VERSION**



# Compensation Framework

Ensuring global consistency



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## Table of Contents

Compensation Administration

Rollout Process and Timeline

Salary Administration Guidelines

Compensation Terms Glossary

Functional Job Matrix

Level Guides

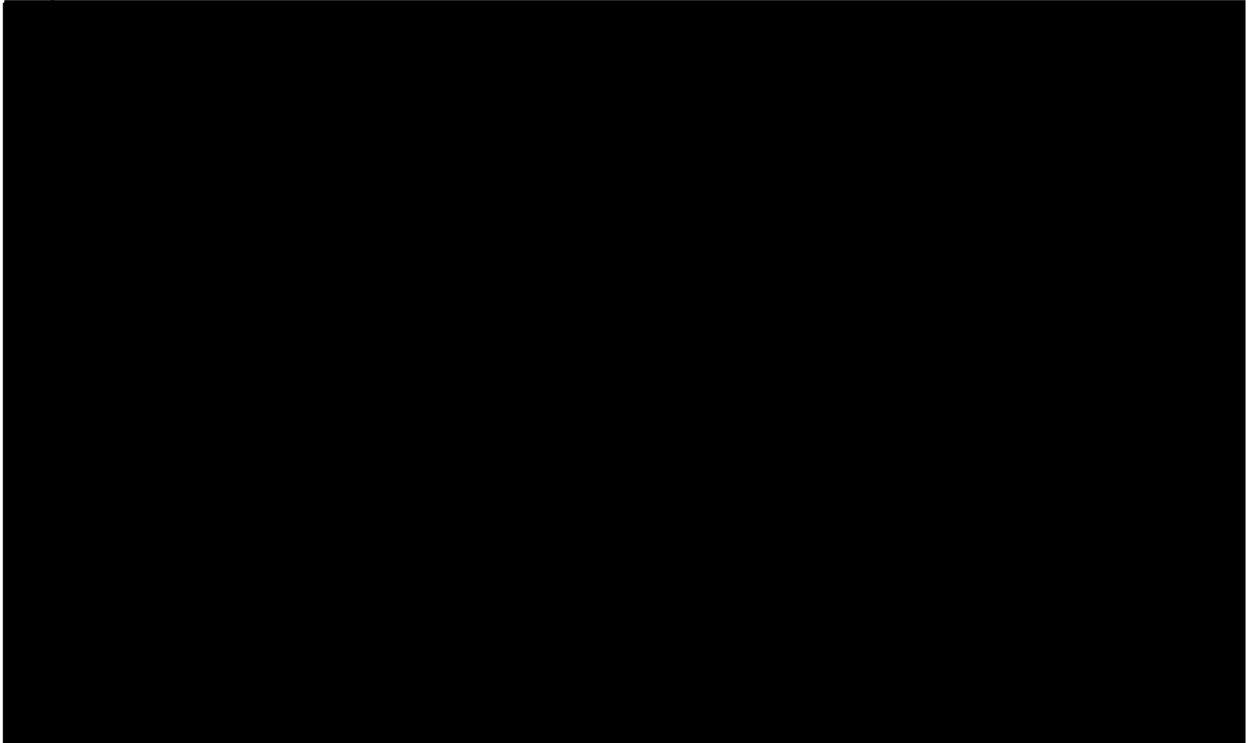
Base Pay Salary Structures

FAQ's

1856.2

## Rollout Process and Timeline

Compensation Framework FY05



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Page 3

## Salary Administration Guidelines

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### Determining Starting Salaries

Starting salaries for new employees are determined by referring to:

- Salaries/grades of present employees in related positions
- The salary range for the position being filled
- The individual's related education and job experience
- The individual's salary history

### Promotions

Apple's goal is to compensate employees appropriately for performing work at higher skill and responsibility levels. Employees are eligible for promotions when they acquire higher skill levels and assume increased levels of responsibility significant enough to warrant a change to a higher pay level.

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Summer 2005

Page 5

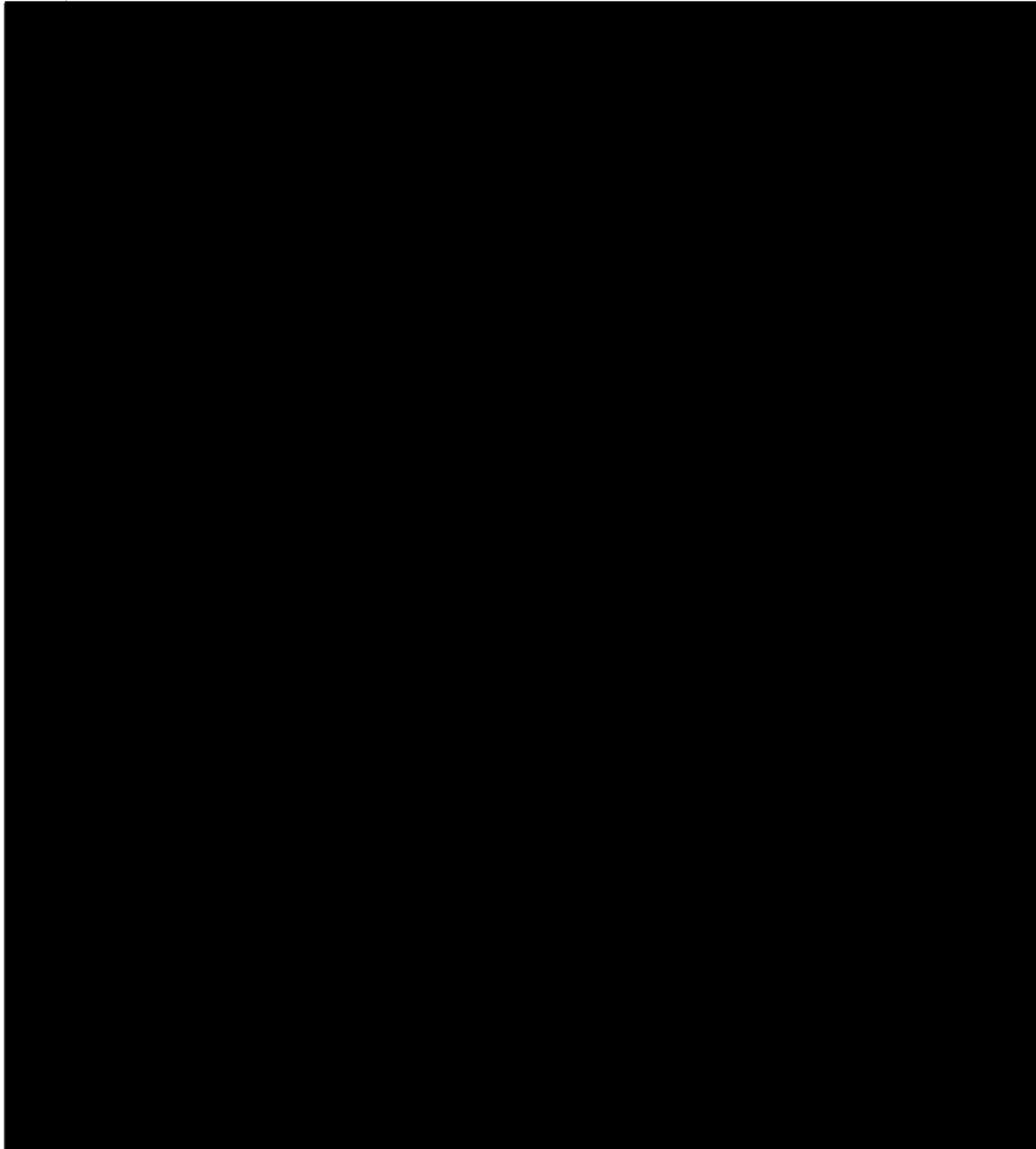
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## Compensation Terms Glossary

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## Base Pay Salary Structures

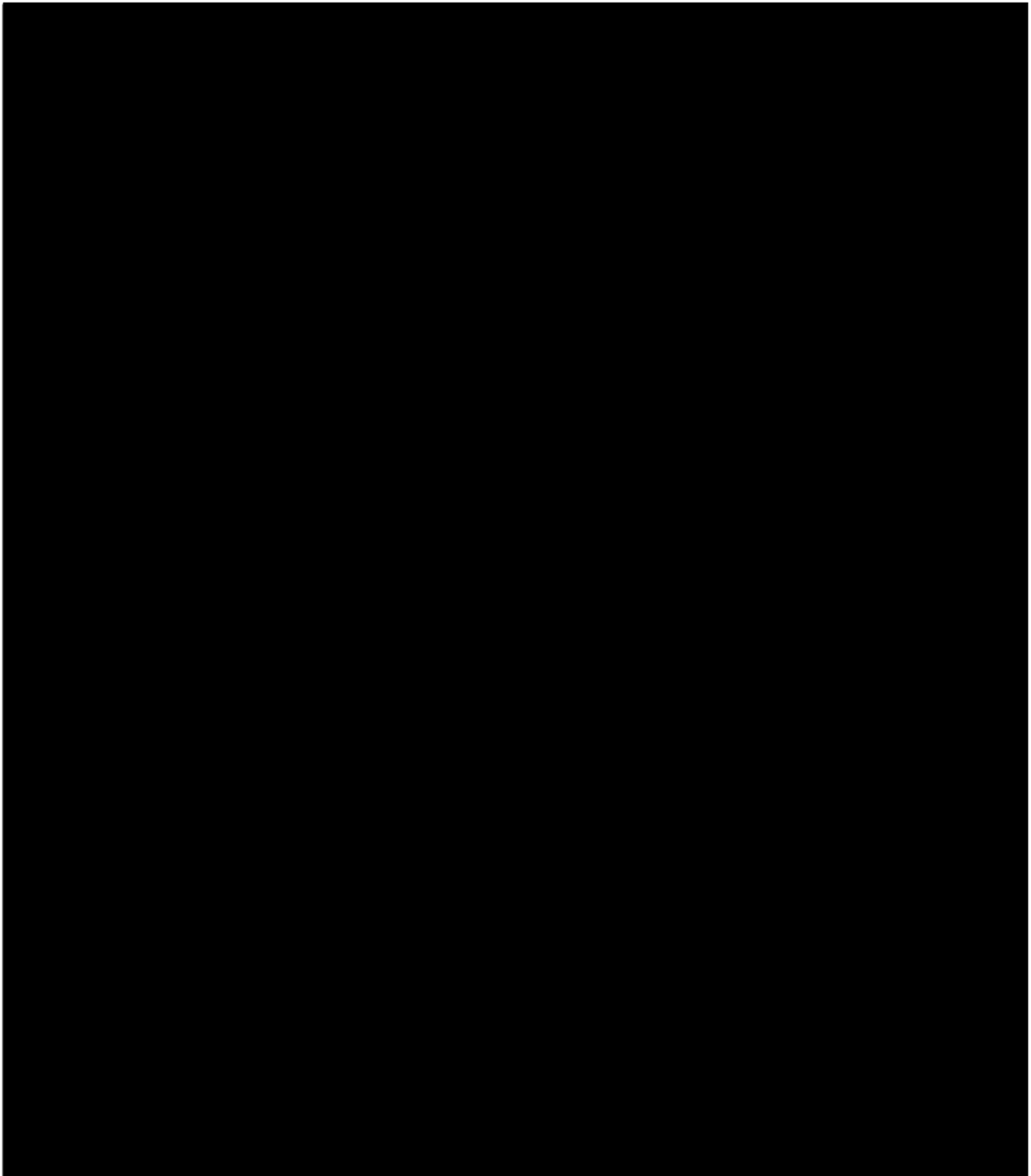
Compensation Framework FY05



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Summer 2005

Page 7





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Summer 2005

Page 8

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1856.8

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## FAQ's

### Compensation Framework FY05

#### What is the Compensation Framework?

It is designed to assist managers and Human Resources in making sound and equitable pay decisions, establishing career levels, as well as providing a tool for the development of talent throughout Apple.

#### What are the objectives for Compensation Framework?

There are many goals and objectives. The major ones are:

- To create global consistency and accuracy in jobs, grades, and levels
- To ensure we are structured competitively within the industry
- To create clarity around hiring and career progression

#### Is the Compensation Framework being implemented throughout Apple?

Yes, across all lines of business in all Geos.

#### What should be communicated to employees?

- Key changes and context (Job level and timing)
- Employee's specific level

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Page 9

1856.9